

BEFORE THE BOARD OF TRUSTEES
OF THE CARLSBAD UNIFIED SCHOOL DISTRICT
STATE OF CALIFORNIA

In the Matter of the Employment Status of:

ROBERT E. ALLEN, et al.,

Respondents.

OAH No. 2012020661

PROPOSED DECISION

Robert Walker, Administrative Law Judge, State of California, Office of Administrative Hearings, heard this matter in Carlsbad, California, on April 17, 2012.

Melanie A. Petersen, Attorney at Law,¹ and Kerrie E. Taylor, Attorney at Law,² represented the complainant, the superintendent of the Carlsbad Unified School District.

The respondents are listed in exhibit A.

Jon Y. Vanderpool, Attorney at Law,³ represented those respondents who are listed in exhibit B.

No appearance was made by or on behalf of Allen, Robert E; Evans, Teanna R; Kaplowitz, Hun S; Kirsch, Donna; Ryan, Susan; Schwend, Deborah; Shuck, Triesta; or Uber, Anne.

The matter was submitted on April 17, 2012.

¹ Melanie A. Petersen, Attorney at Law, 1 Civic Center Drive, San Marcos, California 92069.

² Kerrie E. Taylor, Attorney at Law, 6300 Wilshire Boulevard, Suite 1700, Los Angeles, California 90048.

³ Jon Y. Vanderpool, Attorney at Law, 401 West A Street, Suite 320, San Diego, California 92101.

DEFAULT

As to Allen, Robert E; Evans, Teanna R; Kaplowitz, Hun S; Kirsch, Donna; Ryan, Susan; Schwend, Deborah; Shuck, Triesta; and Uber, Anne, on proof of compliance with Government Code sections 11505 and 11509, this matter proceeded as a default pursuant to section 11520.

FACTUAL FINDINGS

General Findings Concerning Statutory Requirements

1. Education Code sections 44949 and 44955⁴ provide for two notices to be given in connection with terminating certificated employees. The first notice, which will be referred to as the Preliminary Layoff Notice, is given by the superintendent. It is given to the governing board and to the employees the superintendent recommends for layoff. The Preliminary Layoff Notice gives the board and the employees notice that the superintendent recommends that those employees be laid off. The superintendent must give the Preliminary Layoff Notice no later than March 15. There is no requirement that a governing board take any action in March. But while it is unnecessary, governing boards usually adopt a resolution ratifying the superintendent's recommendations.

2. The second notice is a notice of a governing board's decision to terminate an employee. That notice is provided for in Section 44955 and must be given before May 15. That notice advises a teacher that the district will not require his or her services for the ensuing school year. That notice will be referred to as a Termination Notice.

3. In this case, not later than March 15, 2010, the superintendent notified the governing board and the respondents that he recommended that the respondents not be retained for the ensuing school year.

4. The Preliminary Layoff Notice stated the reasons for the recommendation. The recommendation was not related to respondents' competency.

5. A Preliminary Layoff Notice was delivered to each respondent, either by personal delivery or by depositing the notice in the United States mail, registered, postage prepaid, and addressed to respondent's last known address.

6. The Preliminary Layoff Notice advised each respondent as follows: He or she had a right to a hearing. In order to obtain a hearing, he or she had to deliver a request for a hearing in writing to the person sending the notice. The request had to be delivered by a specified date, which was a date that was not less than seven days after the notice was

⁴ All references to the Code are to the Education Code unless otherwise specified.

served.⁵ And the failure to request a hearing would constitute a waiver of the right to a hearing.

7. Respondents either timely filed written requests for a hearing or obtained a waiver of their failure to file. An accusation was timely served on respondents. Respondents were given notice that, if they were going to request a hearing, they were required to file a notice of defense within five days after being served with the accusation.⁶ Respondents either filed timely notices of defense or obtained a waiver of their failure to file. All prehearing jurisdictional requirements were either met or waived.

8. The governing board of the district resolved to reduce or discontinue particular kinds of services. Within the meaning of Section 44955, the services are “particular kinds of services” that can be reduced or discontinued. The decision to reduce or discontinue these services was not arbitrary or capricious but constituted a proper exercise of discretion.

Services the District Intends to Reduce or Discontinue

9. The governing board of the district determined that, because particular kinds of services are to be reduced or discontinued, it is necessary to decrease the number of permanent or probationary employees in the district by 90.0 full time equivalents (FTE).⁷

10. The particular kinds of services the governing board of the district resolved to reduce or discontinue are:⁸

<u>Services</u>	<u>Number of Full-Time Equivalent Positions</u>
1. Teacher – Elementary Grades	57.0 FTE

⁵ Employees must be given at least seven days in which to file a request for a hearing. Education Code section 44949, subdivision (b), provides that the final date for filing a request for a hearing “shall not be less than seven days after the date on which the notice is served upon the employee.”

⁶ Pursuant to Government Section 11506, a party on whom an accusation is served must file a notice of defense in order to obtain a hearing. Education Code section 44949, subdivision (c)(1), provides that, in teacher termination cases, the notice of defense must be filed within five days after service of the accusation.

⁷ The board’s original resolution called for the reduction of 116.2 FTE. Complainant, however, stipulated that the number had been revised and reduced to 90 FTE.

⁸ A number of the FTEs have been revised and reduced. These FTEs total 90, the revised total.

2. Librarian	1.0 FTE
3. Teacher – Art	4.0 FTE
4. Teacher – Science	3.6 FTE
5. Teacher – English	5.2 FTE
6. Teacher – Math	2.6 FTE
7. Teacher – Work Experience	1.2 FTE
8. Teacher – Music	0.0 FTE
9. Teacher – Physical Education	5.2 FTE
10. Teacher – Social Science	4.8 FTE
11. Teacher – World Language	<u>5.4 FTE</u>
Total Full Time Equivalent Reduction	<u>90.0 FTE</u>

Notices to be Rescinded

11. The district stipulated that it will rescind the Preliminary Layoff Notice served on the following respondents:

Co, Brian J
Ezeir, Eric
Fanning, Amanda A
Fischer, Rosalie G
Foult, Kelly
Francois, Cathy V
Greene, Christopher G
Haeussinger, Joanne M
Hill, Keatra A
Lohre, Heather
Momeyer, Kelly L
Moreno, John J
Moser-Kohn, Christine
Munn, Susan
Nasser, Stephanie A
Paynter, Nicole G
Pujji, Anjali
Sherman-Ploski, Tessa J
Shinnefield, Patrick
Simon, Jeffrey K
Smith, BreeAnn
Sottile, Aaron R
Tomkinson, Kristin N
Visnjic, Branislav J
Woolley, Susan

Use of Tie-Breaking Criteria Based on the Current Needs of the District and Students

12. Pursuant to Section 44955, subdivision (b), the governing board of the district adopted criteria for determining the order of termination as among employees who first rendered paid service on the same day. Section 44955, subdivision (b), requires a district to adopt such criteria and provides that the criteria are to be based on “needs of the district and the students” The district’s tie-breaking criteria are as follows:

The following rating system shall be applied in determining the order of termination of certificated employees:

- A. Number of teaching and/or special service credentials.
Rating: +1 per credential
- B. Number of supplementary and/or added authorizations.
Rating: +1 per supplementary/ authorization
- C. Earned degrees beyond the BA/BS level. Rating: +1 per degree
- D. National Board Certification. Rating: +1 per degree

In the event that common day hires have equal qualifications based on application of the above criteria, the district will then break ties by utilizing a lottery.

13. Application of the tie-breaking criteria resulted in determining the order of termination solely on the basis of needs of the district and the students thereof.

District’s Intention to Deviate from Seniority (Skipping)

14. Pursuant to Section 44955, subdivision (d)(1), a district may deviate from terminating employees in the order of seniority, i.e., a district may *skip* over teachers with a particular qualification and terminate more senior teachers who do not possess that qualification. In order to skip, a district must demonstrate a specific need for personnel to teach a specific course or course of study or for personnel with a specialization in personnel services or nursing. If the need concerns a course or course of study, the district may skip a junior employee only if employees with more seniority do not possess the special training and experience necessary to teach the course and only if the junior employee does possess that special training and experience.

15. Pursuant to Section 44955, subdivision (d)(1), the governing board of the district resolved to deviate from terminating employees in the order of seniority, i.e., the

board resolved to skip over teachers with a particular qualification and terminate more senior teachers who do not possess that qualification. A district may skip a junior employee only if employees with more seniority do not possess the special training and experience necessary to teach a specific course or course of study (specific course).

16. The district identified two courses as creating specific needs for personnel. The first is the head football coach. The second is high school band director.

17. The board resolved as follows:

WHEREAS, it will be necessary to retain certificated employees who possess special training or experience, which other certificated employees with more seniority do not possess, to teach a specific course of study:

1. Demonstrated experience, knowledge and skills as Head Football Coach of three (3) years or more at a large California public high school along with a credential which demonstrates being “Highly Qualified” in a core subject area as contemplated by the No Child Left Behind Act.

2. Demonstrated experience, knowledge and skills as High School Band Director of three (3) or more years at a large California public high school, along with appropriate credentials.

18. The district elected not to exercise a skip regarding the high school band director position.

19. The district skipped Thaddeus Mac Neal, the head football coach. Mr. Mac Neal is the least senior teacher in the district. In addition to serving as the head football coach, he teaches 0.2 FTE of physical education and 0.8 FTE of English. The district skipped Mr. Mac Neal because of his combination of coaching duties and teaching duties. English teachers who are more senior than Mr. Mac Neal object that the district cannot terminate them while retaining Mr. Mac Neal to teach English.

20. The senior English teachers are correct. A district may not skip a teacher because of his or her extracurricular activities such as coaching. Code section 44955, subdivision (d), allows skipping only with regard to personnel needed “to teach a specific course or course of study” or with regard to someone “with a specialization in either pupil personnel services or health for a school nurse.” Skipping is not permitted for an extracurricular activity such as coaching.

Code section 44955, subdivision (b), provides, in part: “Except as otherwise provided by statute, the services of no permanent employee may be terminated . . . while any . . . other

employee with less seniority is retained to render a service which said permanent employee is certificated and competent to render.” Code section 44955, subdivision (c), extends these protections to probationary employees. In that subdivision, “such employees” refers to the “permanent as well as probationary” language in subdivision (b). Subdivision (c) provides, in part, “[S]ervices of such employees shall be terminated in the inverse of the order in which they were employed.”

21. The district did not serve Mr. Mac Neal with a Preliminary Layoff Notice. Thus, the district must retain him for a full 1.0 FTE position. The district does not assert a need to skip English teachers and does not contend that Mr. Mac Neal has any special qualifications as an English teacher.

22. The most senior English teacher who requested a hearing and who wants a 0.8 FTE position must be retained for that position. With regard to that teacher, the accusation must be modified to provide for a right to a 0.8 FTE position.

Right to be Retained According to Seniority and Qualifications – Date of Hire

23. Job security is not inherent in seniority. The Legislature chose to provide teachers with limited job security according to their seniority.

24. Katherine M. Dendy contends that her seniority date is earlier than August 25, 2006, which is the date the district has assigned to her. In 2006, August 25, was the first day of school for teachers. Ms. Dendy, however, is a counselor. She testified that, as a counselor, she began work at least five days before the teachers began working. Torrie Norton, the assistant superintendant for personnel, testified that counselors do work additional days but only at the end of the school year – not at the beginning.

25. The following is a paraphrased summary of part of Ms. Dendy’s testimony: As a counselor, I work days in addition to the regular school year. I work approximately 10 additional days, and they are not all at the end of the year. In 2006, I worked at the high school. I started at least five days before the regular school year. I reviewed transcripts and worked during school registration, which was the week prior to the regular school year. I recall that year.

26. Ms. Dendy’s testimony on this point was very convincing. She proved that her seniority date is August 18, 2006, or earlier.

27. Susan Penrod is a social science teacher with a seniority date of August 25, 2006. As noted above, the district is reducing social science teaching services by 4.8 FTEs. Ms. Penrod was subject to layoff. She, however, is qualified to serve as a counselor. If she were more senior than Ms. Dendy, she would have a right to bump into Ms. Dendy’s position as a counselor. The district, based on its records showing that both Ms. Dendy and Ms. Penrod had the seniority date August 25, 2006, applied tie breaking criteria to determine who

should be deemed to be more senior. Ms. Penrod prevailed in the tie breaking, and the district concluded that she could bump into Ms. Dendy's position.

28. As found above, however, Ms. Dendy's seniority date is August 18, 2006. She is senior to Ms. Penrod. There was no tie to be broken. Ms. Penrod has no right to bump into Ms. Dendy's position. As to Ms. Dendy, the accusation must be dismissed.

Right to be Retained According to Seniority and Qualifications – (Bumping)

29. The second paragraph of section 44955, subdivision (c), does not add to teachers' seniority rights. It does, however, make it clear that governing boards must make assignments in such a way as to protect seniority rights. Employees must be retained to render any service their *seniority* and qualifications entitle them to render. Thus, if a senior teacher whose regular assignment is being eliminated is certificated and competent to teach a junior teacher's courses, the district must retain the senior teacher and reassign him or her to render that service. This is commonly referred to as bumping. The district must either reassign or terminate the junior employee.

30. As noted above in footnote number 8, the district revised the number of FTEs it is seeking to reduce concerning a number of the particular kinds of services. One reduction concerned science teachers. The district originally sought to reduce that service by 8 FTE. The district, however, revised that number to 3.6 FTE. Valerie Park, with a seniority date of August 25, 2003, is a science teacher who, according to the district's calculations, occupies a position senior to science teachers who comprise 5.6 FTEs. That is, beginning with the most junior position, she occupies position number 5.7 through 6.6. As such, at the time the district was seeking to lay off 8 FTE science teachers, Ms. Park was subject to termination. Because she is qualified to serve as a counselor, the district determined that she could bump into the counseling position held by Enrique Gonzalez, who has a seniority date of August 24, 2009. At the time the district was seeking to reduce the science teacher services by 8 FTE, that was correct.

31. After the district revised the reduction in science teachers to 3.6, however, Ms. Park no longer was subject to termination and, therefore, no longer had a right to bump into anyone's position. The district, nevertheless, treated Mr. Gonzalez as having been bumped and sent him a Preliminary Layoff Notice. After the reduction was revised to 3.6, Ms. Park could not bump into Mr. Gonzalez's position, and the district may not terminate Mr. Gonzalez. As to Mr. Gonzalez, the accusation must be dismissed.

32. As noted above world language teacher services are being reduced by 6.0 FTE. Maria G. Blake, who has a seniority date of August 27, 2004, teaches Spanish and was subject to layoff. She is qualified as an English language development (ELD) teacher and asserts a right to bump into a position held by Elisa S. Ayala, who has a seniority date of August 21, 2008. Ms. Ayala is an ELD *resource* teacher. She has worked as an ELD teacher in the past. As a resource teacher, she does not have a classroom. Rather, she coaches and assists classroom ELD teachers. Ms. Ayala placed in evidence a job description for an ELD

resource specialist. This job description was developed under the auspices of the district's former director of curriculum and instruction. There was no evidence that the district has officially adopted it. Ms. Ayala also placed in evidence a document entitled "English Learner Program Recommendations for 2011-12." That document is marked "Draft." Ms. Ayala contends that these documents show that the district failed to prove that Ms. Blake is competent to bump into Ms. Ayala's position.

33. Ms. Norton, the assistant superintendant for personnel, testified that the competency requirement for both an ELD teacher and an ELD resource teacher is a bilingual, crosscultural, language, and academic development (BCLAD) certificate.

34. Code section 44955, subdivision (c) provides, in part: "The governing board shall make assignments and reassignments in such a manner that employees shall be retained to render any service which their seniority and *qualifications* entitle them to render." (Italics added.) The right to be reassigned is commonly referred to as a right to bump into another position. It is reasonable to interpret "qualifications" by referring back to the language of subdivision (b): "a service which said . . . employee is *certificated and competent* to render." (Italics added.)

35. A school district has substantial discretion in establishing competency standards. Here the district did not abuse that discretion by treating a BCLAD certificate as being sufficient to establish competency to serve as an ELD resource teacher.

Mandated Services

36. State and federal laws mandate that certain services be provided at or above mandated levels. There was no evidence that the district is reducing those services below mandated levels.

Summary of Findings Regarding Retention of Employees

37. The most senior English teacher who requested a hearing and who wants a 0.8 FTE position must be retained for that position. With regard to that teacher, the accusation must be modified to provide for a right to a 0.8 FTE position.

38. As to Ms. Dendy, the accusation must be dismissed.

39. As to Mr. Gonzalez, the accusation must be dismissed.

40. With regard to respondents who are permanent employees, the district is not retaining any probationary employee to render a service that such a respondent is certificated and competent to render.

41. With regard to respondents who are permanent employees, the district is not retaining any employee with less seniority than such a respondent has to render a service that the respondent is certificated and competent to render.⁹

42. With regard to respondents who are either permanent or probationary employees, the district is not retaining any employee with less seniority than such a respondent has to render a service that the respondent's qualifications entitle him or her to render.¹⁰

LEGAL CONCLUSIONS

General Conclusions

1. Jurisdiction in this matter exists under Sections 44949 and 44955. All notice and jurisdictional requirements contained in those sections were satisfied.

2. Within the terms of Sections 44949 and 44955, the district has cause to reduce or discontinue particular kinds of services and to give Termination Notices to certain respondents. The cause relates solely to the welfare of the schools and the pupils.

Conclusion Regarding the District's Election to Skip Mr. Mac Neal

3. By reason of the matters set forth in Findings 19 through 22, it is determined that the most senior English teacher who requested a hearing and who wants a 0.8 FTE position must be retained for that position. With regard to that teacher, the accusation must be modified to provide for a right to a 0.8 FTE position. Code section 44955, subdivision (b), prohibits the district from terminating a senior English teacher while retaining Mr. Mac Neal to perform a service the senior teacher is certificated and competent to render.

Conclusions Regarding Ms. Dendy

4. By reason of the matters set forth in Findings 24 through 28, it is determined that Ms. Dendy's seniority date is August 18, 2006. Thus, Ms. Penrod, with a seniority date of August 25, 2006, has no right to bump into Ms. Dendy's position.

⁹ Section 44955, subdivision (b), provides seniority protection for a permanent employee in terms of the services *the employee is "certificated and competent to render."* (Italics added.)

¹⁰ Section 44955, subdivision (c), provides seniority protection for both permanent and probationary employees in terms of the services *an employee's "qualifications entitle [him or her] to render."* (Italics added.)

Conclusions Regarding Mr. Gonzalez

5. By reason of the matters set forth in Findings 30 and 31, it is determined that, after the reduction in science teacher services was revised to 3.6, Ms. Park no longer was subject to layoff and, therefore, has no right to bump into Mr. Gonzalez's position.

Cause Exists to Terminate Certain Respondents

6. Cause does not exist to terminate the following employees: The respondents identified in Finding 11, the most senior English teacher who requested a hearing and who wants a 0.8 FTE position, Ms. Dendy, and Mr. Gonzalez.

7. With those exceptions, cause exists to give notice to the respondents that their services will not be required for the ensuing school year.

ORDER

1. Pursuant to stipulation, the district shall rescind the Preliminary Layoff Notices served on the following respondents, and the district shall not give Termination Notices to them:

Co, Brian J
Ezeir, Eric
Fanning, Amanda A
Fischer, Rosalie G
Fouk, Kelly
Francois, Cathy V
Greene, Christopher G
Haeussinger, Joanne M
Hill, Keatra A
Lohre, Heather
Momeyer, Kelly L
Moreno, John J
Moser-Kohn, Christine
Munn, Susan
Nasser, Stephanie A
Paynter, Nicole G
Pujji, Anjali
Sherman-Ploski, Tessa J
Shinnefield, Patrick
Simon, Jeffrey K
Smith, BreeAnn
Sottile, Aaron R
Tomkinson, Kristin N

Visnjic, Branislav J
Woolley, Susan

As to those respondents, the accusation is dismissed.

2. As to the most senior English teacher who requested a hearing and who wants a 0.8 FTE position, the accusation is modified to provide for a right to a 0.8 FTE position.

3. As to Ms. Dendy, the accusation is dismissed.

4. As to Mr. Gonzalez, the accusation is dismissed.

5. The district may give Termination Notices to the remaining respondents.

Dated: April 30, 2012

A handwritten signature in black ink that reads "Robert Walker". The signature is fluid and cursive, with a long horizontal stroke at the end.

ROBERT WALKER
Administrative Law Judge
Office of Administrative Hearings

EXHIBIT A
RESPONDENTS
CARLSBAD UNIFIED SCHOOL DISTRICT
2012

Allen, Robert E
Ayala, Elisa S.
Baima, Lane M
Bentley, Ryan D
Blakely, Anne
Boyer, Amy M
Brisebois, Courtney M
Brown, Darcy M
Brown, Robert T
Castro, Anthony
Cervantes, Jennifer E
Co, Brian J
Coulter, Caitlin M
Dendy, Katherine M
Edgerly, Stefan
Evans, Teanna R
Ezeir, Eric
Fanning, Amanda A
Fischer, Rosalie G
Fogarty, Gina M
Fogarty, Stephanie E
Foulk, Kelly
Francois, Cathy V
Fuentes, Kimberly A
Garcia, Gina A
Gilbert, Melissa M
Glassey, Jennifer A
Gonzalez, Enrique
Greene, Christopher G
Haeussinger, Joanne M
Harrington, Shannon T
Harrison, Christine M
Hartman, Ashley E
Hasty, Sarah E

Hebert, Lillian
Hill, Keatra A
Hirschkoff, Heather
Jansen, Joy D
Kane, Casey M
Kaplowitz, Hun S
Kelleher, Lorelei L
Kirsch, Donna
Knoll, Kevin
Konieczko, Walter R
Kramer, Dawn M
Kunkel, Christine M
Langen, Patricia A
Lohre, Heather
Lyon, Syndi
Martin, Lisa
Martinez, Philip
McCabe, Kelly
McClelland, Jaikour S
Meinhardt, Marisa
Momeyer, Kelly L
Moreno, John J
Moschner-Arganda,
Angelika
Moser-Kohn, Christine
Munn, Susan
Nasser, Stephanie A
Nienhaus, Kathy
O'Briant, Ross D
Payne, Linda M
Paynter, Nicole G
Pounds, Judith A
Pujji, Anjali
Redfield, Julia A
Ringen, Renae M
Rossiter, Ashley L
Rushing, Jami R
Ryan, Susan
Sanchez, Treda
Schwend, Deborah
Sherman-Ploski, Tessa J

Shinnefield, Patrick
Shuck, Triesta
Simon, Jeffrey K
Sims, Corey M
Smith, BreeAnn
Smith, Debbie A
Sottile, Aaron R
Southerland, Scott A
Stayton, Jenesa D
Szabo, Kelly L
Tamayo, Vicente
Taunt, Jennifer R
Tessier, Margaret C
Tinnerstet, Marin E
Tomkinson, Kristin N
Tsutagawa Ward, Michele
Uber, Anne
Valenty, Aven
Vallen, Lori L
Visnjic, Branislav J
Ward, Jill M
Williamson, Brooke A
Wilson, Erin K
Woolley, Susan
Zak, Sharon L

EXHIBIT B

RESPONDENTS REPRESENTED BY MR. VANDERPOOL

CARLSBAD UNIFIED SCHOOL DISTRICT

2012

Ayala, Elisa S.
Baima, Lane M
Bentley, Ryan D
Blakely, Anne
Boyer, Amy M
Brisebois, Courtney M
Brown, Darcy M
Brown, Robert T
Castro, Anthony
Cervantes, Jennifer E
Co, Brian J
Coulter, Caitlin M
Dendy, Katherine M
Edgerly, Stefan

Ezeir, Eric
Fanning, Amanda A
Fischer, Rosalie G
Fogarty, Gina M
Fogarty, Stephanie E
Foulk, Kelly
Francois, Cathy V
Fuentes, Kimberly A
Garcia, Gina A
Gilbert, Melissa M
Glassey, Jennifer A
Gonzalez, Enrique
Greene, Christopher G
Haeussinger, Joanne M
Harrington, Shannon T
Harrison, Christine M
Hartman, Ashley E

Hasty, Sarah E
Hebert, Lillian
Hill, Keatra A
Hirschkoff, Heather
Jansen, Joy D
Kane, Casey M

Kelleher, Lorelei L

Knoll, Kevin
Konieczko, Walter R
Kramer, Dawn M
Kunkel, Christine M
Langen, Patricia A
Lohre, Heather
Lyon, Syndi
Martin, Lisa
Martinez, Philip
McCabe, Kelly
McClelland, Jaikour S
Meinhardt, Marisa
Momeyer, Kelly L
Moreno, John J
Moschner-Arganda,
Angelika
Moser-Kohn, Christine
Munn, Susan
Nasser, Stephanie A
Nienhaus, Kathy
O'Briant, Ross D
Payne, Linda M
Paynter, Nicole G
Pounds, Judith A
Pujji, Anjali
Redfield, Julia A
Ringgen, Renae M
Rossiter, Ashley L
Rushing, Jami R

Sanchez, Treda

Sherman-Ploski, Tessa J
Shinnefield, Patrick

Simon, Jeffrey K
Sims, Corey M
Smith, BreeAnn
Smith, Debbie A
Sottile, Aaron R
Southerland, Scott A
Stayton, Jenesa D
Szabo, Kelly L
Tamayo, Vicente
Taunt, Jennifer R
Tessier, Margaret C
Tinnerstet, Marin E
Tomkinson, Kristin N
Tsutagawa Ward, Michele

Valenty, Aven
Vallen, Lori L
Visnjic, Branislav J
Ward, Jill M
Williamson, Brooke A
Wilson, Erin K
Woolley, Susan
Zak, Sharon L